

EQUALITY, DIVERSITY & INCLUSION POLICY

Human Resources Service

NB. This policy is available on the University of Cumbria website and it should be noted that any printed copies are uncontrolled and cannot be guaranteed to constitute the current version of the policy.

POLICY SCHEDULE	
Policy title	Equality, Diversity & Inclusion Policy
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Policy lead contact	Human Resources
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Related Guidelines, Procedures, Codes of Practice etc.	<ul style="list-style-type: none"> • Equality Act guidance - Equality and Human Rights Commission (equalityhumanrights.com) • Equality Act 2010: guidance - GOV.UK (www.gov.uk) • University Staff Code of Conduct • University Bullying & Harassment Policy • University Disciplinary Policy • University Grievance Policy • University Student Complaints Procedure • University Access and Participation Plan
Review interval	Biennial

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A. POLICY

1. Introduction

The University is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity.

The Equality Act (2010) helps by providing a legal framework to protect people from discrimination, harassment and victimisation in the workplace and in wider society.

This policy builds upon our responsibility under the Equality Act 2010 and related Public Sector Equality Duty (PSED), identifying our need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

2. Equality, Diversity and Inclusivity Statement

The University has an approved inclusivity Statement that is at the heart of this policy:

University Inclusivity Statement (approved by University Board 05.2021)

The University of Cumbria is committed to providing an inclusive environment where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating differences, to ensure that we generate a sense of understanding and belonging.

The University recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate,

beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race (includes: race, colour, nationality- including citizenship, ethnic or national origins)
- religion or belief including philosophical belief and a lack of belief,
- sex,
- sexual orientation.

3. Scope

The policy is applicable to all staff (which includes for the purposes of this policy and for ease of reference, consultants, contractors, volunteers, casual workers and agency workers), students and applicants to work or study at the University. The principles of non-discrimination and equality of opportunity also apply to the way in which staff and students should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with the functions of the University.

4. Aims

The University's aim is to promote equality of opportunity for all, through the following objectives:

- assessing the impact on equality in our policies, procedures and practices;
- having an effective data monitoring and analysis process;
- involving staff, students and other stakeholders in the delivery of our equality objectives;
- Promoting equality, diversity and inclusion through internal and external communications;
- ensuring that managers and staff undertake equality training and in particular those who have responsibility for recruitment and selection;
- ensuring staff and university student support services are, as far as reasonably possible, accessible to all;
- providing accessible physical and IT resources to staff and students
- ensuring that both existing staff and students, as well as those who seek to apply to work and study with us, are treated fairly and are judged solely on merit and by reference to their skills and abilities;
- ensuring that staff and students are provided with appropriate forums to discuss equality, diversity and inclusion issues and raise any concerns;
- ensuring that all contractors and service providers operating on behalf of the University are aware of this policy and are expected to adhere to it;
- complying with its legal obligations by publishing equality information (data) on an annual basis, and review and publish specific and measurable equality objectives every four years.

5. Roles and Responsibilities

This policy applies to all members of our University community. We acknowledge our responsibility as an employer, education provider, service provider and procurer, with appropriate scrutiny and process embedded in all we do.

- 5.1.** The University Board has ultimate accountability for compliance with the University's equality obligations.
- 5.2.** The Vice Chancellor and Executive Directors provide leadership on equality, diversity and inclusivity and are responsible for the implementation of the policy.
- 5.3.** The Equality, Diversity, Inclusion and Wellbeing (EDIW) Committee are responsible for the development and monitoring of this policy, achieving sign-off at the highest level. (The EDIW Committee has representation from across the Institutes and Service areas, including networks and nominated union representatives).
- 5.4.** All members of the University community have a responsibility to ensure that their actions comply with both the requirements and the spirit of the policy acknowledging the shared responsibility required to achieve a truly inclusive culture, by:
 - Treating students, staff and visitors to the University with dignity and respect.
 - Not engaging in, colluding in or encouraging behaviour that constitutes unlawful discrimination under the Equality Act.
 - Supporting activities to eliminate discrimination, advance equality of opportunity and foster good relations as required under the Equality Act
- 5.5.** Contractors and service providers working in University premises are expected to act within the requirements of the law and the terms of this policy.

6. Sanctions and Commitments

A failure to act in line with the principles set out in this policy may be considered a disciplinary offence and if so, may be addressed through the relevant procedures.

The University is committed to take seriously any cases of discrimination, harassment, bullying or victimisation. Any member of staff or student found guilty of unlawful discrimination or harassment may be subject to disciplinary action. Appropriate action will be taken where possible if any member of the public, visitor or service provider is involved in discrimination or harassment. However the University would aim to raise awareness and educate before taking any formal course of action.

The University reserves the right to refer matters to the Police where appropriate. Internal University procedures may be put on hold, although staff or students may

be suspended from all or part of the University, until the outcome of external investigations and or criminal proceedings is known.

Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation, and the University will make every effort to ensure that any complaints are dealt with promptly and fairly.

7. Internal monitoring

The EDIW Committee will receive an Annual EDI Report, which details the progress and development of the universities equality agenda, in alignment with the implementation of this policy.

8. Further Information

Further information and support is available from the following:

- your line manager or HR Business Partner
- your Academic Adviser or a support adviser
- the Equality, Diversity and Inclusion Officer
- UoC Students Union
- a campus Trade Union or Student's Union representative

9. Associated Definitions

Please note this list is not exhaustive and may be added to over time:

International Holocaust Remembrance Alliance's (IHRA) working definition of anti-Semitism:

"Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of anti-Semitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Hate Crime: The Crown Prosecution Service

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity."

Islamophobia: All Party Parliamentary Group

'Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.

<https://mcb.org.uk/press-releases/defining-islamophobia-comprehensive-report-amplifies-what-it-is-what-it-isnt-and-why-it-matters/>

Homophobia: Stonewall

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

<https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms>

Transphobia:

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

<https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms>